

EXHIBIT MF-16

DCS Trainee Onboarding January 1, 2021

Getting Started

Menu

Welcome

Affirmation of Christian Faith

ACTION REQUIRED: Read and Submit

Kemmerlin, Lisa

Status: Active Employee Number: 17441

Please review the attached Statement of Faith and/or the Apostles' Creed. These are the foundation and core of World Vision's identity and mission.

	File Name	Document Type	Last Updated	Last Modified By
	Apostles Creed.pdf		7/2/2019, 7:09:06 PM	17441
	World Vision Statement of Faith.pdf		7/2/2019, 7:09:06 PM	17441

CLICK SUBMIT BELOW

By clicking "Submit" on the lower right hand corner of this page you affirm the Statement of Faith and/or the Apostle's Creed.

8/13/2021

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DCS Trainee Onboarding January 1, 2021

Getting Started

Business Ethics and Christian Conduct Policy

ACTION REQUIRED: Read and Submit

Kemmerlin, Lisa

Status: Active Employee Number: 17441

Please review the attached Business Ethics and Christian Conduct Policy.

File Name	Document Type	Last Updated	Last Modified By
Business Ethics and Christian Conduct.pdf		8/20/2019, 4:25:14 PM	17441

CLICK SUBMIT BELOW

By clicking "Submit", you are acknowledging that you have read, understand, and will comply with the policy linked above..

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Christian Commitment and Witness Policy

ACTION REQUIRED: Read and Submit

Kemmerlin, Lisa

Status: Active Employee Number: 17441

Please review the attached Christian Commitment and Witness Policy.

File Name	Document Type	Last Updated	Last Modified By
Christian Commitment and Witness.pdf		8/20/2019, 3:10:44 PM	17441

CLICK SUBMIT BELOW

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8/13/2021

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Standards of Conduct

ACTION REQUIRED: Read and Submit

Kemmerlin, Lisa

Status: Active Employee Number: 17441

Please review the attached WVUS Standards of Conduct document.

File Name	Document Type	Last Updated	Last Modified By
WVUS Standards of Conduct.pdf		7/8/2019, 6:46:11 PM	17441

CLICK SUBMIT BELOW

By clicking "Submit", you are acknowledging that you have read, understand, and will comply with the policies linked above.

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